

CITY OF ST. LOUIS SPECIAL CITY COUNCIL MEETING

Ralph Echtenaw, Mayor

Fares Azzam, Council Member

Liz Upton, Council Member

Bill Leonard, Mayor Pro Tem

Kevin Palmer, Council Member

Agenda
June 25, 2024

6:00 PM

1. Call to Order.
2. Roll Call.
3. Pledge of Allegiance
4. Audience Recognition
"Each person will be allowed to speak for up to five (5) minutes, except where the number of speakers exceeds the time limit. In those instances, the Mayor of the City Council may either reduce the five-minute time limit to a three-minute time limit for each speaker, or the City Council may waive the half-hour time limit."
5. Consider Ratification of Tentative Agreement with IBEW #876
Water/Wastewater/Department of Public Works Division
6. Public Comments
7. Adjournment.

*Tentative Agreements
 (Subject to Ratification)*

Item No.	Article/Section	Description
1	Article IX, Sec. 4 (p. 9)	<p>Revise current CBA language as follows:</p> <p><u>Section 4. Unscheduled Call-In.</u> When an employee is called in to work outside of the employee's regular hours of work, the employee shall be paid at a rate calculated as two (2) times the employee's regular rate of pay, for a minimum of two hours for each call-in occasion. If an employee is asked to work extra immediately before or immediately after the employee's scheduled working time, this is not considered a call-in.</p>
2	Article X, Sec. 10 (p. 13)	<p>Revise current CBA language as follows:</p> <p><u>Section 10. Deferred Compensation.</u> Full time employees may elect to participate in the ICMA-RC or MERS 457 Deferred Compensation Plan ("MERS 457 Plan"). Under the program, employees may elect to defer a part of their income to be held in trust and invested according to the employee's direction. Deferred compensation is a program provided for under Section 457 of the Internal Revenue Service Code. Sums deferred are State and Federal pre-tax and earnings on the investments are tax deferred as well. This program may be used by eligible employees to supplement their retirement earnings. For employees who elect to defer a percentage of their compensation to a MERS 457 Plan, the City will provide a 1:1 matching percentage contribution, not to exceed two percent (2%). For example, if the employee defers 1% of his/her earnings to the MERS 457 Plan, the City shall match 1%; if the employee defers 2%, the City shall match 2%; if the employee defers 3%, the City's match shall be 2%.</p>

3	Article XI, Sec. 1 (p. 14)	<p>Revise current CBA language (final paragraph of Section 1), as follows:</p> <p>For employees who opt out of participating in the City's Health Care Insurance program and who provide the City with proof of other insurance, the City shall pay 40% of the annual premium for single participant coverage into the employee's MERS Health Care Savings Plan, which shall be immediately vested to the employee. The City's annual contribution to the employee's MERS Health Care Savings Plan shall be made in equal monthly installments.</p>
4	Article XVII Wage Schedule Ex. A (p. 24)	<p>Wage increases shall be as follows:</p> <p>8% (7/1/24) 5% (7/1/25) 5% (7/1/26)</p>
5	Article IX, Sec. 3.C (p. 9)	<p>Revise Sec. 3.C as follows:</p> <p>Employees will receive a cell phone allowance of forty-five (\$45) dollars per month. Cell phone allowance will be paid to each employee in the first pay of each month.</p>
6	Article XI (Insurance), Sec. 1 (p. 14)	<p>Amend CBA to incorporate the following concepts:</p> <ul style="list-style-type: none"> • City anticipates moving from the current plan year structure (July through June) to a calendar year plan (January through December), effective January 1, 2025. • City to provide regular full-time employees covered by the Agreement and their eligible dependents with Blue Cross Blue Shield PPO HSA Gold 1600 plan beginning 7/1/2024. Participating employees will have the opportunity to receive 2:1 HSA contribution match from the City, up to a total employer contribution of \$1,700 per year. For example, if employee elects to contribute \$850 to his/her HSA, City contributes \$1,700. <p>Add the following language to the CBA:</p> <ul style="list-style-type: none"> • The City will establish an advisory health care committee. The Union may elect to appoint one or more representatives to serve on the

		<p>advisory health care committee, but the Union's total number of representatives shall not exceed the number of City representatives. The advisory health care committee will meet bi-annually or as necessary to review health insurance related matters. The joint health care committee may recommend that the City and Union re-open the Agreement for the purpose of discussing healthcare only.</p> <ul style="list-style-type: none"> • During the term of this Agreement, should the total annual cost of health care increase by 12.5% or more, either party may seek to re-open the Agreement to discuss healthcare only. Additionally, either party may seek to re-open the Agreement to discuss healthcare in the event of a substantial change to the nature of an existing plan.
7	Dates of Agreement	City and Union agree to a three-year Agreement, effective July 1, 2024 through June 30, 2027.

DATED: June 19, 2024

FOR THE CITY:

Kurt Miller

FOR THE UNION:

[Signature]

[Signature]

[Signature]

